



Frontier Bargaining Report #24

10/20/2025

This past week has been an uphill battle for your Bargaining team. The Company continues to nickel and dime the members with regard to our well-deserved wages. We have agreed to go on record, off record, supposals, proposals to “Land this Plane”. Apparently, the higher ups continue to play games at a table they aren’t even sitting at. The Union has offered multiple ways to make this deal. We have come to this table from the very beginning prepared and ready every day to bargain fairly! The Company has other plans in mind - especially those not at the table attempting to hold it up from afar.

When Verizon asks CWA what’s holding up the Acquisition, **I hope they know it’s their own Frontier counterparts playing games.** And if they don’t, we will be SURE to advise them of such.

We are asking for **FAIR** wages, **LOADED FAIRLY!!** Just like all the executives who received their bonuses, we deserve a living wage, loaded to where we can actually see and feel a raise. Frontier executives not only got bonuses as debtors in the bankruptcy, throughout the restructuring, and they continue to make bonuses. We didn’t make their “debtor” list although they previously offered us 100 shares of stock, which ended up being worthless due to their financial mismanagement. I guess when it comes to making things right and thanking the very frontline that helped get them through it, we should simply be thankful to them for us being here? NICE!

Oh wait, our Thank You from them was to continue to lay-off injured and ill members by way of an MLOA, although a “No Lay Off” is present in our agreement... That’s our Thank You. To NEVER bring back a member on an MLOA because the incompetent HR team has decided they don’t need to engage in a real interactive process; or a real work place accommodation conversation; or even answer the simple question of, “What is an MLOA for if the member is never allowed to return?”

On another note, we have sick benefits. Frontier doesn’t want us using them or they just won’t pay them by pretending THEIR VENDOR denied it; however, THEIR VENDOR tells us its good old Frontier denying us from the very benefits they agreed to provide in our CBA. The name of the game at Frontier is how to prevent members from using their benefits, and when they do it’s time to put a target on their heads. Why would we expect any room for improvement in bargaining?

Just today, our membership received an email from Paul Bossidy, where he outlines how great the Company is doing, how we helped save over \$50 million of expenses, yet we can’t get a FAIR and Living wage with NO GAMES attached???

You outsource our call center jobs away, yet do not make any changes to the minimum call qualifiers or improve the ability of attainment for those Union members who work in California. You continue to contract out the work and not hire full-time employees. Instead, Frontier wants to talk about not affording our wages or budging on a fairly loaded wage scale??? How about the fact they are offering outside sales a referral bonus of \$2k and an actual sign-on bonus for outside sales in the amount of \$5k... This is PER REFERRAL, PER SIGN-ON BONUS. By the way, we are inquiring about this. It seems not only do they not want to route calls to California, but they may be allowing non union centers to offer sales packages not available for the Union sales members to offer, now is that be fair????

Every step of the way, just like they do throughout the year.... GAMES!!!

-This Company does not care if you are sick or injured.

-This Company does not care if your loved one is sick or injured.

-This Company does not care about personal plans in life (work life balance); if you just want to fix your home, further your education, care for a loved one, or enjoy your earned benefits. This Company does not care if you are going through the battles of life or if human error occurs - all they care about is disciplining you and doing their best to get rid of tenured Union members. This company enables LCOMS, with EGO trips, to disrespect the work force and violate the law. There is no real managerial oversight throughout the year, but when they want to target someone for age, injury, illness, or just because they don’t like them all of sudden everyone is on deck to negatively impact the members.....THIS MUST STOP!!!

You Bargaining team has presented option after option, proposals and counter proposals with consideration of only our member needs while being mindful of the needs for the Company so they flourish, thus securing our longevity to remain gainfully employed. Sadly, this company still works under the guise of a hedge fund, which cares nothing about the actual people who brought them those earnings – members who are entitled to the Fair and Just reciprocal of a FAIR CONTRACT!!!

FRONTIER, SHAME ON YOU!

WE DEMAND A FAIR CONTRACT NOW